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A Report on the Employment Status of Southeast Asian and Eastern European Immigrants

Manitoba
Employment
Services and
Economic Security
Immigration and
Settlement

EXECUTIVE SUMMARY

1. The "Employment Status of Southeast Asian and Eastern European Immigrants" is an analysis of the employment status and employment needs of recently arrived (January 1979 to December 1982) immigrants from selected Southeast Asian and Eastern European countries.

2. Rationale for conducting this study is based on evidence that the target population is employment disadvantaged because their skills and experiences are not recognized in the Canadian labour market. Added to this is a lack of Canadian language skills and a lower overall level of educational qualifications on the whole as compared to Manitobans in general. Immigrants in general face problems related to equivalency, accreditation, and certification based on Canadian standards, resulting in unemployment and underemployment.

3. Primary data was produced through a mail-out survey (July-August 1983) sampling 323 or 7.0% of a target population consisting of 4,611 working age immigrants from Czechoslovakia, Hungary, Poland, U.S.S.R., Yugoslavia and Romania (Eastern European countries); and Laos and Vietnam (Southeast Asian countries).

4. Given an unemployment rate of 29.6% as determined from this study, and a target population of 4,611, it is statistically valid (±5%) to infer that between 1,134 and 1,595 newcomers in the target population were unemployed at the time the survey was conducted.

5. The sample indicated that female newcomers from Eastern Europe and Southeast Asia had an unemployment rate (33.1%) 3.6 times higher than that of the unemployed Manitoba average for females. The sampled males had an unemployment rate (27.1%) 3.4 times higher than that of their counterparts in Manitoba's general labour force.

6. The sample also indicated that the 15-24 and 25-64 aggregated age cohorts had unemployment rates that were 3.2 and 3.9 times higher respectively, than those of the same cohorts in Manitoba's general labour force.

7. There was no significant difference in the unemployment rates between the subgroups of Eastern European (28.2%) and Southeast Asian (30.8%) newcomers, but the sample sizes differ at 11.6% and 5.8% respectively, and the subgroups are not factored by recency of arrival.

8. Of the total unemployed sample, 61.9% were unemployed from processing, service, and construction type occupations. This contrasts with 43.2% of Manitoba's unemployment insurance claimants indicating the same occupational groups from which they were unemployed.

9. The survey indicated that 44.7% of the sampled population were underemployed (they were not working in a position for which they had the most training and experience).

10. The sample indicated an average duration of unemployment of 10.2 months. In a number of cases, the duration of unemployment coincided with their duration of residence in the province.

11. A lack of English language capability, a lack of Canadian work experience, and problems with educational and vocational equivalency were cited by respondents as the major problems experienced in gaining and maintaining suitable employment.

12. Data limitations noted in the paper deal with disproportionate representation within the sample, problems with the interpretation of some of the translated questions, statistical reliability in the context of the disaggregated data, and variable interdependencies.

13. Implications with regard to further research are noted and deal mainly with larger sample sizes for subgroup data sets.

14. Implications for action include:

    a. Implementation of special measures in the context of affirmative action policy in the areas of training and employment, economic and community development strategies
    b. Allocation of resources for this target group through government administration of job creation programs
    c. Measures to alleviate high unemployment among immigrant youths (15-24) and older adults (45-64)
    d. Assigning priority to activities which address underemployment
    e. Assigning priority to workplace training and vocational E.S.L.
    f. Addressing the requirements of women working in or unemployed from processing occupations, especially those associated with past off-shore recruitment of garment workers
    g. Complementarity with respect to the role of non-government organizations, federal government programs and provincial initiatives in addressing employment needs of immigrants.

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SECTION I

INTRODUCTION

The "Employment Status of Southeast Asian and Eastern European Immigrants" is an analysis of the employment status and employment needs of recently arrived (January 1979 to December 1982) immigrants from select Southeast Asian and Eastern European countries. It was deemed necessary to study these two particular groups of newcomers because they contain a high proportion of newcomers (relative to the general immigrant population) who were not selected specifically for the labour market.

1. PURPOSE

The major purpose of this study was to determine the employment status of recently arrived immigrants from Southeast Asia and Eastern Europe. It was also the purpose of this study to measure the degree of under-employment for those who are employed within the two immigrant groups, and to determine what barriers exist in gaining and maintaining employment for those unemployed. A third purpose of this study was to determine the duration of unemployment for those who are unemployed.

2. SCOPE

The scope of this study encompases the City of Winnipeg (Census Division 11). Three-quarters of all immigration to Manitoba is destined to Winnipeg. It is beyond the scope of this study to examine the employment status of immigrants destined to rural Manitoba or other urban centres in the province. The results of this study therefore do not reflect the employment status of immigrants living outside of Winnipeg.

3. SOURCES AND METHODS OF COLLECTING DATA

There were two sources of data for this study. Primary data was obtained through a survey conducted through the mail. The primary data consisted of post-arrival employment related information.

Secondary data consisting of pre-arrival demographics was obtained from the Canada Employment and Immigration Commission's Landed Immigration Data System.

Primary data on landed immigrants was compared to data for the general labour force which was obtained from Statistics Canada Labour Force Survey.

4. LIMITATIONS

There are two main types of limitations encountered in this study: data limitations and project limitations. Included in project limitations are limitations associated with time constraints and lack of previous work done in this area of study. With regard to data limitations, there are problems associated with interpretation of the translated versions of some of the survey questions. There are also limitations with regard to the survey sample and the survey design. Each of the above limitations will be dealt with in detail in Section V of this paper.

5. BACKGROUND INFORMATION

To put this paper into perspective with work already done in this field, very little primary employment data has been obtained on immigrant populations in this province or in any other province. Therefore, little analysis is available. There are a few studies which indicate that the level of unemployment is higher for certain immigrant populations than it is for the general population, but they do not actually measure the degree to which it is higher.

This paper is a forerunner in a field that deals with primary data on employment and underemployment with specific reference to immigrant populations in Manitoba.

6. RATIONALE

It is believed that Southeast Asian immigrants are employment disadvantaged because the majority are refugee and designated class immigrants and as such were not selected for the labour force. They are also believed to be employment disadvantaged because their skills and experiences may not be applicable in the Canadian labour market. Added to this is the lack of Canadian language skills and a lower overall level of educational qualifications as compared to Manitobans in general.

The proportion of Eastern European newcomers having post-secondary education is higher than that of the Southeast Asian immigrants and even higher than Manitoba's population as a whole (1981 Census). However, they are seen as employment disadvantaged because they also lack Canadian language skills and Canadian work experience. Although having no Canadian work experience is de facto for newcomers to Canada, it is nevertheless a frequent reason given by employers for not hiring immigrants.

Regarding the higher proportion of Eastern European immigrants having post-secondary education, it is believed that many who are able to gain employment do not work in occupations that are at their level of work experience and educational qualifications and are thus termed under-employed.

Immigrants in general face problems related to equivalency, accreditation, and certification based on Canadian standards resulting in unemployment and underemployment.

7. PLAN OF PRESENTATION

This paper will first present background information on general immigration with specific information on the target population along with information on work related to this area of study. The following section will cover the methodology used to determine the unemployment, underemployment, and participation rates among the target population. This section will be followed by an analysis of the data and a list of limitations. The final results will be evaluated, conclusions and recommendations made, and implications identified.

SECTION II

IMMIGRATION TO MANITOBA

1. HISTORICAL BACKGROUND

One of the aims of the 1976 Immigration Act, proclaimed in 1978, was to avoid fluctuations in immigration intake so that programs for, and the cost of, helping newcomers to Canada become settled would not be subject to sudden or frequent variation. Since 1978, immigration intakes have varied less dramatically than in the previous two decades. The exception in 1980 was attributed to the unforseen influx of Indochinese refugees.

With the tabling of the Annual Report to Parliament on Immigration Levels for 1982 in November of 1981, the federal government introduced a three-year planning cycle to improve the coordination of immigration inflow and to enhance the capacity for more precise longer-range planning. At that time, the federal government announced that it would be appropriate to admit 130,000 to 135,000 immigrants to Canada in 1982, 134,000 to 144,000 in 1983, and 130,000 to 145,000 in 1984. In 1982, 121,147 immigrants were actually admitted.

Manitoba receives approximately 4% to 5% of the total national level of immigrants. This proportion reflects Manitoba's proportion of total Canadian population (4.2% based on January 1, 1983 intercensal count).

The two main components of population growth are natural increase (births minus deaths) and net international and interprovincial migration (immigration minus emigration). For the intercensal periods between 1921 and 1981, the contribution of natural increase to total population growth generally exceeded 70%, and at times equalled 100%. In recent years, however, net international migration has become relatively more important to population growth, mainly because total fertility rates

have fallen so dramatically. For almost fifty years, fertility fluctuated between 2.6 and 3.9, but since 1960, it has declined to the present rate of 1.7, well below the replacement level of 2.1.

Over the past 10 years, immigration to Manitoba has fluctuated from a low of 3,574 in 1978 to a high of 7,683 in 1980 (Figure 1). A high influx of immigrants during the period 1973 to 1975 was due to the recruitment of approximately 500 sewing maching operators from the Philippines along with associated family reunification. The Southeast Asian refugee movement accounted for most of the rise in the 1980 levels. There was also a recruitment drive of approximately 200 sewing machine operators in 1979-1980 followed by family reunification in 1981-1983.

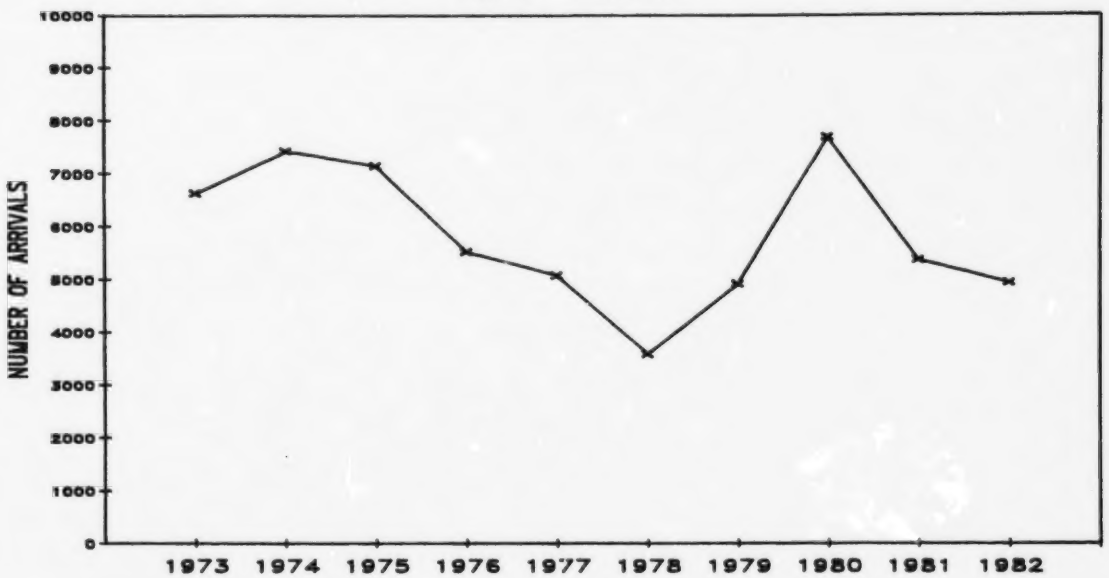
2. BACKGROUND OF TARGET POPULATION

a. Country of Last Permanent Residence

The peak of the Southeast Asian movement began late in 1979 and ended near the close of 1980 (Figure 2). Since that movement, immigration levels to Manitoba have slowly decreased, as have the Canadian totals. There were 1,450 newcomers indicating Laos and Vietnam as their country of last permanent residence in 1979. The numbers increased to 2,403 in 1980 and then declined to 567 in 1981 and 409 in 1982.

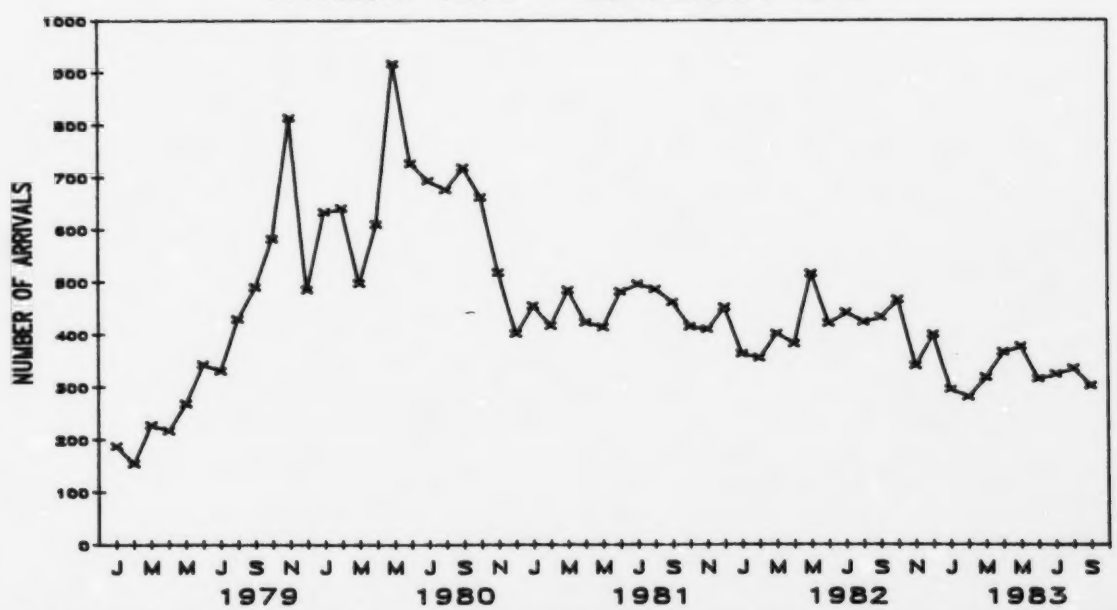
The self-exiled Eastern European movement followed the Southeast Asian movement and peaked in 1982. In 1979, 244 landed immigrants indicated an Eastern European country as their country of last permanent residence (Czechoslovakia, Hungary, Poland, U.S.S.R., Yugoslavia, and Romania). This number increased to 358 in 1980, 392 in 1981, and 706 in 1982.

FIGURE 1
INTERNATIONAL IMMIGRATION TO MANITOBA
TEN YEAR — ANNUAL TOTALS
1973 — 1982



SOURCE: CEIC LIDS MAGNETIC TAPE COMPILED BY: IMMIGRATION & SETTLEMENT BRANCH

FIGURE 2
INTERNATIONAL IMMIGRATION TO MANITOBA
MONTH OF ARRIVAL
JANUARY 1979 — SEPTEMBER 1983



SOURCE: CEIC MAGNETIC TAPE. 1983 DATA IS PRELIMINARY. COMPILED BY IMMIGRATION & SETTLEMENT.

A total of 6,529 immigrants were destined to Manitoba from the above countries over the four year period January, 1979 to December, 1982. This represents 29.0% of total immigration to Manitoba over the same time period (22,520) (Table 1).

b. Intended Labour Force Status

With regard to the intended labour force status of immigrants, there are two major groups: "workers" and "non-workers". Workers are those immigrants indicating an intention to work once they have landed. Non-workers are those who do not indicate an intent to work and consist mainly of spouses and dependents.

For the purposes of this paper, all working age immigrants (ages 16-64 years) from the above countries will form the target population. The target population will therefore consist of: working age non-workers (it is assumed that they are able to work if there is a change in their initial intention); and all immigrants indicating an intention to work ("workers").

The worker category of working age immigrants is made up of "selected workers" and "non-selected workers". The main difference is that selected workers are immigrants who have been selected according to points allocated according to age, education, knowledge of English and French, relatives in Canada, and employment opportunities in the area of destination (the point system). Non-selected workers do not compete for admittance to Canada based on the point system.

A total of 4,611 working age immigrants were destined to Manitoba from the above mentioned countries during the four year period 1979 to 1982. This number represents 70.6% of the total number of immigrants from the same countries for the same time period (Table 1). This number also represents the target population for this paper and accounts for 28.2% of all working age immigrants destined to Manitoba during the same period.

The target population therefore consists of 1,258 (27.3%) Eastern European and 3,353 (72.7%) Southeast Asian immigrants (Table 1).

Of the selected workers in the target population (143) only 21.0% had pre-arranged employment prior to landing. This contrasts with 63.6% of the total number of selected workers for total immigration.

The targeted selected worker category represents only 2.2% of the target population whereas 12.9% of the four year total number of immigrants are selected workers.

The proportion of non-selected workers is higher for the target population than it is for the general immigrant population (50.9% as compared to 31.0%).

It is thus argued that the target population as defined by this paper is quite different from the general immigrant population in that a much smaller proportion are selected workers and of the selected workers a smaller proportion have prearranged employment.

Table 1

INTERNATIONAL IMMIGRATION TO MANITOBA
INTENDED LABOUR FORCE STATUS FOR SELECTED COUNTRIES
1979 - 1982

	Non-Workers		Workers		Total Immigration	Total Working Age (Target Population)
	Ages 0 - 15 & 65+	Ages 16 - 64	Non-Selected Workers	Selected Workers		
Eastern Europeans						
Czechoslovakia	57	13	99	3	172	115
Hungary	6	5	28	2	41	35
Poland	242	99	574	83	998	756
U.S.S.R	100	30	185	9	324	224
Yugoslavia	17	14	15	13	59	42
Romania	20	5	76	5	106	86
Sub-Total	442	166	977	115	1,700	1,258
(Row %)	(26.0)	(9.8)	(57.5)	(6.8)	(100.0)	
Southeast Asians						
Laos	367	256	424	1	1,048	681
Vietnamese	1,109	721	1,924	27	3,781	2,672
Sub-Total	1,476	977	2,348	28	4,829	3,353
(Row %)	(30.6)	(20.2)	(48.6)	(0.6)	(100.0)	
Total	1,918	1,143	3,325	143	6,529	4,611
(Row %)	(29.4)	(17.5)	(50.9)	(2.2)	(100.0)	
[1] % of Total Immigration	31.1	17.7	47.6	4.9	29.0	28.2
Total Immigration	6,166	6,457	6,988	2,909	22,520	16,354
(Row %)	(27.4)	(28.7)	(31.0)	(12.9)	(100.0)	

1 Percent of Column - Total four year immigration.

Source: CEIC LIDS Magnetic Tapes.

c. Immigration Class

The target population is also quite different from the general immigrant population in terms of its distribution by immigration class. A total of 89.7% of the target population are refugee/designated class immigrants (Table 2). This contrasts with only 28.3% of the general immigrant population being in this same class. Only 4.8% and 5.6% of the target population fall within the family and independent classes respectively, whereas 39.0% and 32.8% of the general immigrant population fall within these same classes. (See Appendix B for definition of terms.)

The position of refugee/designated class immigrants in the target population accounts for 92.0% of all refugee/designated class immigrants destined to Manitoba during the period January 1979 to December 1982 (Table 2). There is a higher proportion of family and independent class immigration associated with the Eastern European movement, 13.4% and 17.6% respectively, as compared to 1.7% and 1.3% for the Southeast Asian movement.

d. Canadian Language Capability

It is factually evident from the Annual Report 1982, Manitoba Immigration Information Bulletin that for the period January 1979 to December 1982, there is a high positive correlation (0.88) between the proportions of refugee/designated class immigration and the proportions of immigrants not having Canadian language capability.

Table 3 compares the Canadian language capability of the target population with that of the general immigrant population. The majority (92.6%) of the target population have no Canadian language capability. This compares with 48.4% of the general immigrant population. The target population represents 29.0% of total immigration but only 4.1% of immigrants indicating Canadian language capability are included in the target population.

Table 2

INTERNATIONAL IMMIGRATION TO MANITOBA
IMMIGRATION CLASS FOR SELECTED COUNTRIES
1979-1982

	Family Class	Refugee & De-signated Class	Independent Class	TOTAL
Eastern Europe				
Czechoslovakia	5	161	6	172
Hungary	11	25	5	41
Poland	154	624	220	998
U.S.S.R.	18	287	19	324
Yugoslavia	30	0	29	59
Romania	9	77	20	106
Sub Total	227	1,174	299	1,700
(Row %)	(13.4)	(69.1)	(17.6)	(100.0)
Southeast Asia				
Laos	2	1,045	1	1,048
Vietnam	82	3,636	63	3,781
Sub Total	84	4,681	64	4,829
(Row %)	(1.7)	(96.9)	(1.3)	(100.0)
Total From Selected Countries	311	5,855	363	6,529
	(4.8)	(89.7)	(5.6)	(100.0)
[1] Percent of Total Immigration	3.5	92.0	4.9	29.0
Total Immigration	8,773	6,365	7,382	22,520
	(39.0)	(28.3)	(32.8)	(100.0)

[1] Percent of Column - Total Immigration

Source: CEIC LIDS Magnetic Tape

Table 3

INTERNATIONAL IMMIGRATION TO MANITOBA
CANADIAN LANGUAGE CAPABILITY OF IMMIGRANTS FROM SELECTED COUNTRIES
1979 - 1982

	Canadian Language Capability		
	Yes[1]	No.[2]	TOTAL
Eastern Europe			
Czechoslovakia	16	156	172
Hungary	5	36	41
Poland	93	905	998
U.S.S.R.	18	306	324
Yugoslavia	5	54	59
Romania	15	91	106
Sub Total	152 (8.9%)	1,548 (91.1%)	1,700 (100.0%)
Southeast Asia			
Laos	67	981	1,048
Vietnam	263	3,518	3,781
Sub Total	330 (6.8%)	4,499 (93.2%)	4,829 (100.0%)
Total From Selected Countries	482 (7.4%)	6,047 (92.6%)	6,529 (100.0%)
[3] Percent of Total Immigration	4.1%	55.5%	29.0%
Total Immigration	11,616 (51.6%)	10,904 (48.4%)	22,520 (100.0%)

1. Includes those who have English, French or both English and French language capabilities.

2. Mother tongues only(other than French or English)

3. Percent of Column - Total Immigration

Source: CEIC LIDS Magnetic Tapes

The Eastern European portion of the target population are similar to the Southeast Asian portion in terms of Canadian language capability but is different with respect to educational qualifications.

e. Educational Qualifications

Table 4 presents the educational qualifications of the target population and the general immigrant population. The Southeast Asian immigrants tend to have had less education than the general immigrant population, but the Eastern European immigrants have had more education (17.4% of Southeast Asians have post-secondary education as compared to 24.2% for all immigrants and 46.2% for Eastern European immigrants). According to the 1981 Census, 27.2% of Manitobans had post-secondary education.

It appears from this background information that both subgroups are employment disadvantaged because of a lack of Canadian language skills and that the Southeast Asian subgroup is further disadvantaged in that a relatively high proportion have less than a secondary level of schooling.

Table 4

INTERNATIONAL IMMIGRATION TO MANITOBA
EDUCATIONAL QUALIFICATIONS OF IMMIGRANTS FROM SELECTED COUNTRIES
1979 - 1982

	Educational Qualifications			
	No Education	Secondary or Less	Post Secondary	TOTAL
Eastern Europe				
Czechoslovakia	35	49	88	172
Hungary	3	15	23	41
Poland	120	438	440	998
U.S.S.R.	47	123	154	324
Yugoslavia	10	28	21	59
Romania	11	35	60	106
Sub-Total	226	688	786	1,700
(Row %)	(13.3)	(40.5)	(46.2)	(100.0)
Southeast Asia				
Laos	254	744	50	1,048
Vietnam	897	2,583	301	3,781
Sub-Total	1,151	3,327	351	4,829
(Row %)	(23.4)	(68.9)	(7.3)	(100.0)
Total From Selected Countries	1,377	3,995	1,137	6,529
(Row %)	(21.1)	(61.2)	(17.4)	(100.0)
[1] Percent of Total Immigration	36.4	30.1	20.8	29.0
Total Immigration	3,784	13,277	5,459	22,520
(Row %)	(16.8)	(59.0)	(24.2)	(100.0)

[1] Percent of column Total Immigration

Source: C.E.I.C. LIDS Magnetic Tapes

3. IMMIGRATION/EMPLOYMENT BACKGROUND

Little labour force data has been generated by Canadian studies on the employment experiences of newcomers. Immigration traditionally has been seen as a labour market tool to supply sufficient workers to industries to meet their needs. The impact of the recession on this segment of the labour force (immigrants joining the labour force) has commanded little official attention by governments and the academic community.

Between January 1979 and December 1982, 17,157 immigrants destined to Manitoba were between ages 16 and 65 years. It is possible, although not probable, that all of these people may have entered the labour force during this time. If all immigrant youths between 15 and 19 years of age enrolled in and remained in school, and if nobody over the age of 55 entered the labour force, and if no immigrants aged 20 to 65 years left the province or the labour force, the potential new immigrant labour force entrants for this period would be 13,031. Manitoba's labour force grew by 30,000 people from January 1979 through December 1982. Given the assumptions as stated, immigration could have accounted for as much as 43.4% of all new labour force growth during this period.

According to a 1983 report prepared by Canada Employment and Immigration Commission, The Canadian Economy and Its Implications for Immigration, immigrant workers accounted for nearly all new labour force growth in Canada since the recessionary slump of 1981.

A study commissioned in 1982 by the Canadian Mental Health Assocation (Manitoba) entitled The Mental Health Needs of Southeast Asian Refugees, which used a "network" sampling approach, reported that 35 of the 179 adults interviewed (or 19.6%) were unemployed. Many of those who were employed also indicated they were underemployed with regard to their vocational skills and experience.

The mental health report indicated that of the respondents who were employed, almost half (44.4%) were employed in the garment industry. An additional 19.4% were employed in secondary manufacturing occupations and 12.0% in service occupations.

In May 1983, the Department of Manpower - Government of Alberta released a report entitled The Economic Downturn: Some Effects of the Employment Status of Newcomers which stated that the extent of Indochinese and Polish refugee unemployment was not exactly known as there was no data available. The report suggests that a 30% to 40% unemployment rate prevails in Alberta for these groups.

There is no immigrant related information available through labour market analyses produced for the province of Manitoba. There is also no substantial body of information regarding immigrants' employment intentions with exception of data provided on landing documents (IMM1000's) completed by principal applicants of immigrant families upon their arrival in Canada.

An increase in the number of immigrants receiving some form of social assistance (i.e. Federal Adjustment Assistance, Municipal Welfare) indicates a decrease in job-related income. Immigrant-serving agencies report that a major problem faced by new immigrants is a lack of continuing employment and income. Large increases in the number of newcomers enrolled in English as a Second Language (E.S.L.) classes, and a number of studies, underscore the fact that Canadian language capability is critical in securing suitable employment. The lack of Canadian language skills is considered to be a major contributing factor in the unemployment and underemployment of immigrants.

SECTION III

METHODOLOGY

A mail-out survey was used to measure the extent to which specific groups of immigrants experience barriers to finding and keeping employment (Appendix A). The survey was used to test the null hypothesis that there is no significant difference between the unemployment rates of recently arrived immigrants from Southeast Asia and Eastern Europe and that of the Manitoban and Canadian labour forces.

1. TARGET POPULATION

For reasons outlined above, it was deemed necessary to determine the employment status of Southeast Asian and Eastern European immigrants destined to Manitoba during the period January 1979 to December 1982. Specific Southeast Asian and Eastern European countries were selected based on the magnitude of the numbers of immigrants, and the availability of translation services through the Provincial Government for languages associated with each country.

In some cases there were less than 25 immigrants from a country included in the study. For the sake of practicality in terms of translation services, these countries were dropped from the target population. Thus for the purposes of this paper, Southeast Asian immigrants will be defined as those persons indicating Laos or Vietnam as their country of last permanent residence. Places in Southeast Asia that were omitted from the sample were Kampuchia, Thailand, Macao, Indonesia, and Malaysia. The Philippines were also omitted but not for the reasons outlined above. Immigrants from the Philippines have come to Canada under very different circumstances. Many are family class and independent class immigrants who came to work in the garment industry. There are very few refugee/ designated class immigrants from this country.

Eastern European immigrants will be defined as those persons indicating the following countries of last permanent residence: Czechoslovakia, Hungary, Poland, U.S.S.R., Yugoslavia, and Romania. Countries omitted from Eastern Europe were Turkey, East Germany, and Bulgaria.

2. THE SAMPLE POPULATION

During the period January 1979 to December 1982, 6,529 immigrants were destined to Manitoba from the countries indicated above (Table 1). Of these people, 70.6% or 4,611 were of working age (16-65 years). From this target population of 4,611, a total of 1,500 names were randomly selected from the Canadian Employment and Immigration Commission's Landed Immigrant Data System. The selected names were matched against the Manitoba Health Services Commission's Master Registry Data Base to obtain current address information. Two-thirds of the names were successfully matched resulting in a total of 1,000 questionnaires being mailed out.

3. SURVEY TRANSLATIONS

In order to avoid biasing the sample in favour of those immigrants with English language capability, the survey questionnaire was translated into five languages: Polish, Russian, Chinese, Vietnamese, and Lao. There were 20 identifiable languages as indicated by mother tongue (first language learned and still understood) data from the IMM1000 landing document information. Due to time constraints, the survey was translated from English into the five languages mentioned above. English surveys were sent to Eastern Europeans who did not indicate Russian or Polish as their mother tongue.

4. THE QUESTIONNAIRE (Appendix A)

The questionnaire was divided into three sections. Respondents were guided to particular sections depending on their employment status. The survey was designed to elicit the following information:

Part I A - For Those Employed
- number of current jobs held
- number of hours employed per week
- type of current positions held
- relationship between qualifications and position held
- satisfaction with the number of hours employed

B - For Those Unemployed
- their desire to work
- type of position sought
- duration of unemployed period
- whether or not they are actively seeking employment
- perceived barriers to employment
- vocational qualifications

Part II For Both Employed and Unemployed
- job classification of positions held or sought

Part III For Both Employed and Unemployed
- sex and age of respondents
- comment section

The questionnaires were distributed with a letter explaining the purpose of the project and assurances of confidentiality. The covering letter was translated into the same language as the questionnaire. The questionnaires were distributed in the last two weeks of July and the first week of August, 1983. Due to time constraints, the questionnaires were not followed-up with a reminder.

5. CONDUCTING CROSS-CULTURAL RESEARCH

There are a number of constraints and realities associated with conducting a study in a cross-cultural context. Restrictions to the accessibility of data due to more progressive human rights legislation present some difficulties in obtaining certain types of information by ethnic origin.

There are certain standards with regard to conducting cross-cultural surveys which should be addressed.

a. Frequency of Surveys

The researcher must take into consideration the frequency to which specific groups are subjected to surveys. For example, the attention in the media given to Southeast Asian refugees has made them "popular subjects" for research activity. This has not always been in the best interest of the community.

b. Cultural Bias

Survey research itself is not a universal phenomenon and as such represents a cultural bias. Further, the methodology of the research may be culturally biased. In order to address the issue of cultural bias, it is necessary to:

i. devise instruments that are culturally and linguistically appropriate if communication with respondents is to be effective

ii. consider the context within which newcomers will perceive the collection of data. It may be useful, in this regard, to consider the period of initial settlement as a subculture in its own right. This subculture is shared by all newcomers regardless of country of origin. This period of initial settlement is characterized by uncertainty, confusion, anxiety and a lack of clarity regarding individual rights and responsibilities. Consequently it is imperative that research design take these factors into account.

It was the conclusion of the researchers in this study that a number of individuals who received the questionnaires did not understand the purpose of the study. This was demonstrated in the differing perceptions of newcomer respondents regarding the collection of data. For example, for some individuals, the act of being requested to respond to employment related questions was mistaken as being a commitment by the researchers to assist them in an employment search.

c. Definition of Terms

It is essential to impart a functional definition of the population being studied. When conducting a study involving immigrants, it becomes necessary to define the term "immigrant". The term is used in a variety of contexts. Technically, it refers to the process of immigrating (i.e. selection/admissions). A landed immigrant is a label applied to the legal status of permanent residence. Common usage refers to those who are distinguishable from "indigenous" residents because of their cultural/linguistic or visible differences. For the purposes of settlement, an immigrant is understood to refer to a person who by virtue of these differences experiences barriers to full and equal participation in the social, political and economic life of the country/province of residence.

In this study, the use of the term "immigrant" to describe the target and study population was delimited by term of residence (those arriving between January 1979 and December 1982). The assumption here is that those surveyed are experiencing barriers as indicated above.

SECTION IV

DATA ANALYSIS

1. SURVEY SAMPLE RESULTS

Of the 1,000 questionnaires distributed, 323 were completed and returned for a response rate of 32.3%. The portion returned is the sample population which represents 7.0% of the target population. This sample size is sufficient for the sample percent to reflect the population percent within ±5% 19 times out of 20 (95%).

2. SAMPLE DISTRIBUTION

Table 5 presents distributions of the target population, the questionnaires mailed out, and questionnaires returned for each of the selected countries making up the target population.

The Eastern European newcomers were over-represented in both the proportion of questionnaires mailed out and questionnaires returned. The success rate in matching the name file with the address file was higher for the Eastern European portion of the target population than it was for the Southeast Asian portion. Therefore, although the portion of Eastern European immigrants was only 27.3% of the target population, 33.7% of the questionnaires were mailed out to them. In addition, the higher response rate of 43.3% for this subgroup resulted in a portion of the sample of 45.2%.

The reader is therefore cautioned when examining the sample data, that the results are biased in favour of responses received from the Eastern European portion of the sample population.

Table 5

TARGET POPULATION, QUESTIONNAIRE AND SAMPLE POPULATION DISTRIBUTIONS BY COUNTRY OF LAST PERMANENT RESIDENCE

	Target Population Distribution		Questionnaire Distribution		Sample Population Distribution	
	#	(%)	#	(%)	#	(%)
Eastern Europe						
Czechoslovakia	115	(2.5)	26	(2.6)	8	(2.5)
Hungary	35	(0.8)	6	(0.6)	2	(0.6)
Poland	756	(16.4)	215	(21.5)	112	(34.7)
U.S.S.R.	224	(4.9)	58	(5.8)	14	(4.3)
Yugoslavia	42	(0.9)	12	(1.2)	4	(1.2)
Romania	86	(1.9)	20	(2.0)	6	(1.9)
Sub Total	1,258	(27.3)	337	(33.7)	146	(42.2)
Southeast Asia						
Laos	681	(14.8)	132	(13.2)	23	(7.1)
Vietnam	2,672	(57.9)	531	(53.1)	154	(47.7)
Sub-Total	3,353	(72.7)	663	(66.3)	177	(54.8)
TOTAL	4,611	(100.0)	1,000	(100.0)	323	(100.0)

7. TESTING OF THE NULL HYPOTHESIS

Of the 323 questionnaires returned, 219 respondents indicated they were employed. Of the remaining 104 respondents, 12 were not in the labour force, and 92 indicated they were unemployed. Therefore, of the 311 respondents that indicated they were in the labour force, 70.4% were employed and 29.6% were unemployed (Table 6). This unemployment rate is in contrast with Manitoba's August 1983 actual unemployment rate of 8.4% and the seasonally adjusted unemployment rate of 8.8%. Canada's unemployment rates for the same period were 10.9% and 11.8% respectively.

Of the respondents who indicated they were employed, 23 or 10.5% were working less than 30 hours per week and are therefore considered to be working part time as defined by the Statistics Canada Labour Force Survey. Of those working part time, 12 (56.5%) indicated that the number of hours they were working was fewer than what they wanted and as such is an indication of hidden unemployment.

Combining this hidden unemployment with the unemployment rate as determined by the study results in a "total" unemployment rate of 33.8%.

The unemployment rate of 29.6% as produced by the sample population is statistically significant at the 0.05 level. This rate of unemployment would range from 24.6% to 34.6% in 19 out of 20 relications (95.0%) of randomly sampling the same target population. The null hypothesis as stated must therefore be rejected in support of the research hypothesis which states that there is a significant difference between the unemployment rates of recently arrived immigrants from Southeast Asia and Eastern Europe and those of the Manitoban and Canadian labour forces.

4. EMPLOYMENT STATUS BY SEX AND AGE

The employment rates among males and females in the sample labour force population are 26.7% and 33.1% respectively (Table 6). This difference is somewhat biased in that the proportion of males in the labour force portion of the sample is 55.3% but only 48.3% of the actual target population. Conversely, females are under-represented by the sample.

These unemployment rates for males and females contrast with Manitoba's actual unemployment rates of 7.8% and 9.2% for males and females respectively.

With regard to age analysis, the sample indicates an inordinately high level of unemployment among the 15-19 and 55-64 year age cohorts at 46.7% and 63.7% respectively. The 15-19 age group is undersampled in the sample labour force population (Figure 3). This cohort accounts for 11.3% of the target population but only 4.8% of the sampled labour force population (Tables 6 and 7). Because of the small proportion of newcomers in the 55-64 age group, a sample size of 66.6% should have been obtained in order to have a level of statistical reliability of 0.05 instead of the given sample size of 7.5% for this age cohort.

The 25-34 age cohort proportion of the target population is the only cohort which is adequately reflected in the sample population with 41.2% and 44.1% of the target and sample populations respectively (Table 7). But even at a confidence interval of 0.08, the unemployment rate of 26.3% is only valid within the limits of 18.3% and 34.3%.

The Manitoba Labour Market Information Bulletin aggregates age cohorts into two groups: 15-24 years and 25 years and over. The actual unemployment rate in August 1983 for the 15-24 year age group for the Manitoba labour force was 12.0% whereas the unemployment rate for the same age grouping in the sample labour force population was 38.2%. For the 25 plus cohort, the comparative figures are 7.1% and 27.7% respectively.

Table 6

SAMPLE POPULATION

EMPLOYMENT STATUS BY SEX AND AGE

	NOT IN THE LABOUR FORCE	IN THE LABOUR FORCE					Confidence Interval *
		Employed		Unemployed		TOTAL	
		#	(%)	#	(%)		
Sex							
Males	9	126	(73.3)	46	(26.7)	172	0.07
Females	3	93	(66.9)	46	(33.1)	139	0.08
TOTAL	12	219	(70.4)	92	(29.6)	311	0.05
Age Groups							
15-19 Years	3	8	(53.3)	7	(46.7)	15	0.20
20-24 Years	0	26	(65.0)	14	(35.0)	40	0.15
25-34 Years	4	101	(73.7)	36	(26.3)	137	0.08
35-44 Years	1	56	(73.7)	20	(26.3)	76	0.11
45-54 Years	0	24	(75.0)	8	(25.0)	32	0.17
55-64 Years	4	4	(36.4)	7	(63.6)	11	0.25
TOTAL	12	219	(70.4)	92	(29.6)	311	0.05

* Acceptable level of margin of error $\geq$ 0.05

Table 7

TARGET POPULATION AND SAMPLE POPULATION
DISTRIBUTIONS BY AGE GROUPS

Age Groups	Target Population		Sample Population	
	#	(%)	#	(%)
15 - 19 Years	521	(11.3)	18	(5.6)
20 - 24 Years	1,071	(23.2)	40	(12.4)
Sub-Total (15-24)	1,592	(34.5)	58	(18.0)
25-34 Years	1,902	(41.2)	141	(43.7)
35-44 Years	615	(13.3)	77	(28.8)
Sub-Total (25-44)	2,517	(54.6)	218	(67.5)
45-54 Years	301	(6.5)	32	(9.9)
55-64 Years	201	(4.4)	15	(4.6)
Sub-Total (45-64)	502	(10.9)	47	(14.6)
TOTAL	4,611	(100.0)	323	(100.0)

The unemployment rate of the 15-24 aggregated age cohort is only statistically significant at the 0.13 level. The valid range (95% of the time) for the unemployment rate of this aggregated cohort is therefore 33.7% to 59.7%.

For the 25 plus cohort, the level of statistical reliability is approaching a more acceptable level of 0.05. The unemployment rate for this cohort thus ranges from 21.7% to 33.7%.

Even within the ranges given, the unemployment rates for these two aggregated cohorts are much higher than the Manitoba rates as indicated above.

The reader is cautioned in further disaggregating the sample into smaller cohorts. Special attention should be paid to the level of statistical reliability (confidence interval) associated with each of the individual cohorts (Table 6).

5. EMPLOYMENT STATUS BY AREA/COUNTRY OF LAST PERMANENT RESIDENCE

The unemployment rates among the sampled Eastern European and Southeast Asian newcomers are similar at 28.2% and 30.8% respectively (Table 8). The margins of error at this level of disaggregation are ±8% and ±7% respectively.

The only sub-sample unemployment rates having a greater than 0.10 level of reliability are those of Poland and Vietnam with 0.09 and 0.07 levels respectively. There is no significant difference between the unemployment rates of immigrants from these two countries (30.3% and 30.8% respectively).

Further analysis involving disaggregated data on country of origin involves a high level of margin of error (confidence intervals ranging from 0.20 to 0.70).

Table 8

SAMPLE POPULATION

EMPLOYMENT STATUS BY AREA/COUNTRY OF LAST PERMANENT RESIDENCE

	NOT IN THE LABOUR FORCE	IN THE LABOUR FORCE					Confidence Level *
		Employed #	Employed (%)	Unemployed #	Unemployed (%)	TOTAL	
Eastern Europe							
Czechoslovakia	0	7	(87.5)	1	(12.5)	8	0.35
Hungary	0	2	(100.0)	0	(0.0)	2	0.70
Poland	3	76	(69.7)	33	(30.3)	109	0.90
U.S.S.R.	0	10	(71.4)	4	(28.6)	14	0.40
Yugoslovia	1	2	(66.7)	1	(33.3)	3	0.50
Romania	0	5	(83.3)	1	(16.7)	6	0.40
Sub-Total	4	102	(71.8)	40	(28.2)	142	0.08
Southeast Asia							
Laos	1	16	(72.7)	6	(27.2)	22	0.20
Vietnam	7	101	(68.7)	46	(31.3)	147	0.07
Sub-Total	8	117	(69.2)	52	(30.8)	169	0.07
TOTAL	12	219	(70.4)	92	(29.6)	311	0.05

* Acceptable level of margin of error ≥ 0.05

6. EMPLOYMENT STATUS BY MAJOR OCCUPATIONAL GROUPS

The intended major occupational groups for the target population are presented in Table 9 along with the distribution of the sample labour force population by the same occupational groups. The distributions are similar for both the target and sample populations except for service and construction occupations where both are significantly over-sampled.

As with the above disaggregated data analysis, an analysis of employment status by major occupational groups also has problems associated with statistical reliability. The top three major occupational groups in the sample are: processing, service, and construction with unemployment rates of 24.8%, 27.9% and 30.0% respectively (Table 10). The associated confidence interval levels are 0.09, 0.10, and 0.15 respectively.

Processing occupations are an aggregate of metal, mineral, food and wood processing, machining, and product fabricating, assembling and repairing.

An analysis of the distribution of the unemployed portion of the sample along major occupational groups as compared to the distribution of Manitoba's unemployment insurance claimants for August 1983, indicates higher proportions in the sample population for service (18.5%) and processing (30.4%) occupations (Table 11). This contrasts with 13.2% and 16.9% of the total number of unemployment insurance claimants in the province of Manitoba for the same occupations. The proportion of the sample unemployed from clerical and related occupations is far less than that of unemployed insurance claimants (1.1% and 20.9% respectively). The proportion of the sample unemployed from managerial and administration (8.7%) and medicine and health occupations (5.4%) was significantly higher than that of unemployed insurance claimants (3.0% and 3.6% respectively).

Table 9

TARGET AND SAMPLE POPULATION DISTRIBUTIONS
BY MAJOR OCCUPATIONAL GROUPS

Major Occupational Groups	Target Population		Sample Population	
	#	%	#	%
Manag./Admin.	23	0.5	10	3.2
Teaching	143	3.1	5	1.6
Medicine & Health	171	3.7	20	6.4
Other Professions	314	6.8	13	4.2
Clerical	304	6.6	8	2.6
Sales	111	2.4	7	2.3
Service	226	4.9	61	19.6
Processing	1,803	39.1	113	36.3
Construction	295	6.4	40	12.9
Transportation	148	3.2	7	2.3
Material Handling	60	1.3	4	1.3
Other Crafts	18	0.4	11	3.5
All Others	995	N/A	12	N/A
TOTAL	4,611	100.0	311	100.0

Table 10

SAMPLE POPULATION

EMPLOYMENT STATUS BY MAJOR OCCUPATIONAL GROUPS

Major Occupational Groups	IN THE LABOUR FORCE					Confidence Interval
	Employed		Unemployed		TOTAL	
	#	%	#	%		
Manag./Admin.	2	(20.0)	8	(80.0)	10	0.20
Teaching	3	(60.0)	2	(40.0)	5	0.44
Medicine & Health	15	(75.0)	5	(25.0)	20	0.21
Other Professions	10	(76.9)	3	(23.1)	13	0.27
Clerical	7	(87.5)	1	(12.5)	8	0.35
Sales	4	(57.1)	3	(42.9)	7	0.37
Service	44	(72.1)	17	(27.9)	61	0.10
Processing	85	(75.2)	28	(24.8)	113	0.09
Construction	28	(70.0)	12	(30.0)	40	0.15
Transportation	4	(57.1)	3	(42.9)	7	0.37
Material Handling	3	(75.0)	1	(25.0)	4	0.48
Other Crafts	8	(72.7)	3	(27.3)	11	0.15
Not Indicated	6	(50.0)	6	(50.0)	12	-
TOTAL	219	(70.4)	92	(29.6)	311	0.05

* Acceptable level of margin of error $\geq$ 0.05

Table 11

PERCENTAGE OF MANITOBA UNEMPLOYMENT INSURANCE CLAIMANTS AND UNEMPLOYED SAMPLE POPULATION

	Percentage of Manitoba Unemployment Insurance Claimants [1]	Percentage of Unemployed Sample
Manag./Admin.	3.0	8.7
Teaching	3.9	2.2
Medicine & Health	3.6	5.4
Other Professions	4.8	3.3
Clerical	20.9	1.1
Sales	6.7	3.3
Service	13.2	18.5
Processing	16.9	30.4
Construction	13.1	13.0
Transportation	4.2	3.3
Material Handling	3.5	1.1
Other Crafts	0.9	3.3
All Others	5.4	6.5
TOTAL	100.0	100.0

1 August 1983 Claimants

Source: Manitoba Labour Market Information Bulletin, September 1983

7. PARTICIPATION RATES

The labour force participation rate of the target population as determined from the sample population is 96.3% (proportion of total sample that is in the labour force, 311 out of 323). The participation rate for Manitoba as determined by Statistics Canada for August 1983 (67.5%) is the total number of people both employed and unemployed expressed as a percentage of the total population aged 15 years and over. The Statistics Canada methodology cannot be readily adapted to the target or sample populations given the type of data that is available.

8. UNDEREMPLOYMENT

Of the 219 respondents indicating they were employed, 98 or 44.7% also indicated that they were not working in a position for which they had the most training and experience. For the purposes of this paper, this phenomenon is termed underemployment.

The proportional distribution of underemployment for those surveyed ranges from 30% to 50% for all occupational groups.

The percentage of employed females who consider themselves to be underemployed is 64.5% as compared to 30.2% for employed males.

9. DURATION OF UNEMPLOYMENT

The average duration of the period of unemployment of 75 respondents was 10.2 months. The period ranged from a duration of 1 month to 48 months. There were 14 respondents who indicated they had been unemployed from 12-25 months and 6 from 25-48 months. Seventeen respondents who were unemployed did not indicate the duration of their unemployment.

10. COMMENT SECTION

Over half (55.7%) of all respondents added comments regarding the survey, their employment status, and difficulties encountered in finding and maintaining employment. A lack of English language ability was mentioned as a problem by 26.7% of those who added comments. An additional 11.1% indicated a lack of Canadian experience as hindering their locating suitable employment. Another 10.0% stated equivalency as yet another reason. Only 3.3% indicated problems with obtaining childcare services for their children as a reason for not being able to join the labour force.

Financial and economic factors were mentioned by 20.0% of those who added comments as problems in their everyday living but only 1.1% asked for financial assistance. A total of 6.7% utilized this section of the questionnaire to request employment, and 7.8% indicated a need for training programs.

SECTION V

LIMITATIONS

1. PROJECT LIMITATIONS

The main project limitations having an effect on this study are:

a. Data Comparisons

Due to resource limitations, direct comparisons with a number of Statistics Canada Labour Force Survey data cannot be made. Even though much of the disaggregated data is not statistically reliable, the study provided primary data in an area where previously most "statistics" were derived from speculation.

b. Lack of Previous Work

Not having previous work of this nature to use as a guide necessitates the treatment of this study as a pilot which can be used as groundwork for future studies of this nature.

2. DATA LIMITATIONS

Limitations having an effect on the data include:

a. Translations

Due to resource limitations, it was not possible to translate the questionnaire into all the languages indicated by mother tongue information on Southeast Asian and Eastern European immigrants destined to Manitoba during the period January 1979 to December 1982. Therefore, not all Southeast Asian and Eastern European countries were represented in the sample. As a result, the sample is biased in favour of those countries that were included.

As with all self-administered surveys, assumptions regarding the literacy level of the respondent were made.

b. Country of Origin

The sample for this study was selected from immigrants indicating that their country of last permanent residence was one of the selected countries included in the study as obtained from information from the IMM1000 data. Country of last permanent residence is defined as the last country where one had resided for at least one year. Country of last permanent residence does not therefore necessarily indicate citizenship, ethnicity or country of birth or country of origin. Therefore, assumptions regarding country of origin and ethnicity were made.

c. Questionnaire Interpretation

Some respondents gave inappropriate responses and in some cases gave no response at all. This could have been the result of either a lack of understanding of the question or a lack of comprehension due to language ability. In the case of some respondents, their mother tongue may have been a language other than that suggested by their country of last permanent residence.

A limiting factor in this respect was that no pre-testing or field testing of the questionnaire was conducted.

d. Disproportionate Representation

A larger sample size of European newcomers than Southeast Asian newcomers received questionnaires. There was also a higher response rate from the Eastern European portion who received questionnaires. This resulted in the Eastern European subgroup being over-represented by 18 percentage points and the Southeast Asian subgroup under-represented by a corresponding amount.

The sample also contains a higher proportion of males and a lower proportion of females than the target population.

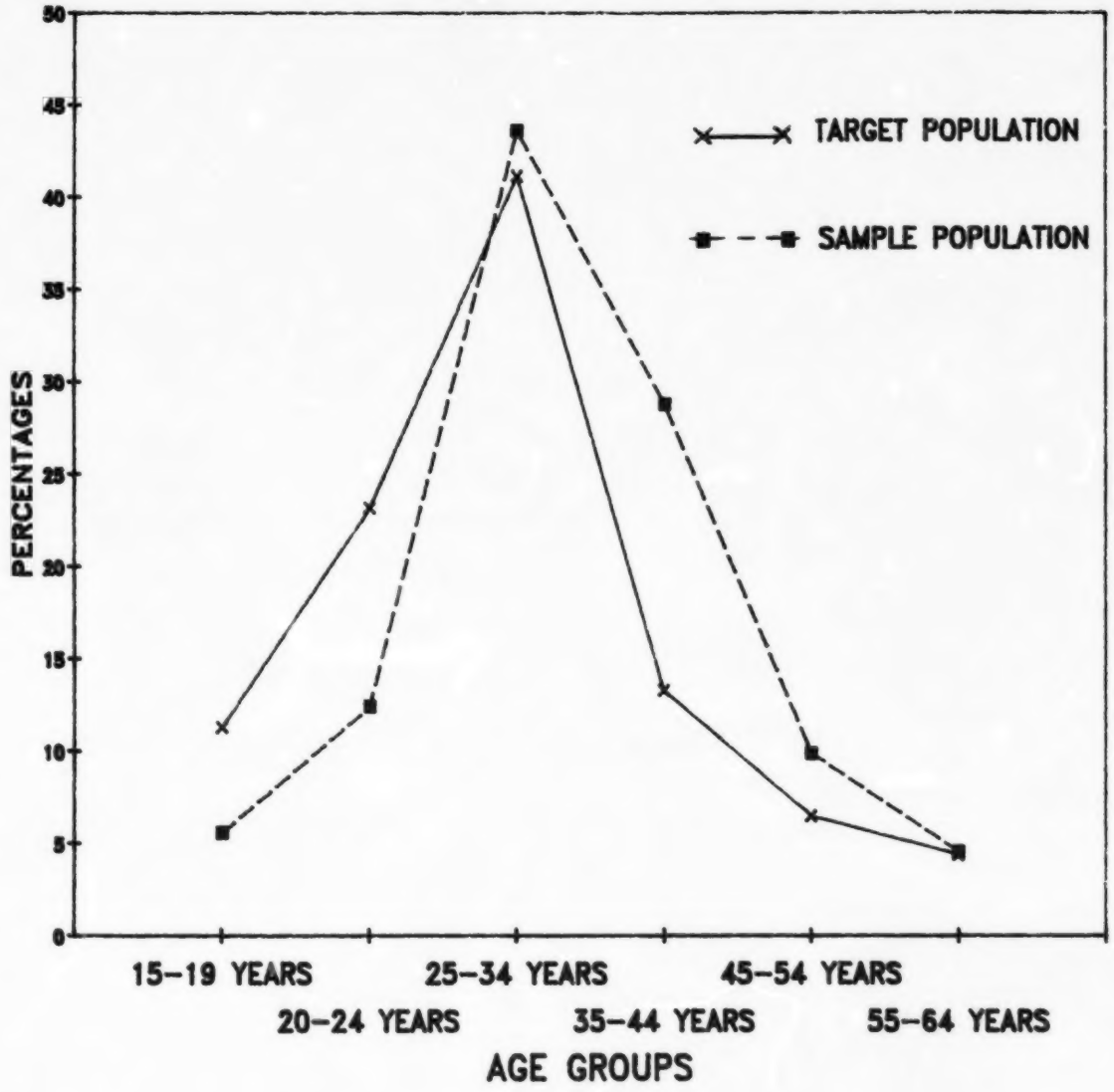
The age group distribution of the sample population was disproportionate. The 35-44 and 45-54 age cohorts are over-sampled at the expense of the 15-19 and 20-24 age cohorts (Figure 3).

e. Statistical Reliability

As indicated above the only statistic that meets with a confidence interval of at least 0.05 is the aggregated unemployment rate of 29.6% for the total sample. This figure is the only one that can be validly inferred upon the target population. Disaggregating the sample into subgroups by age, country of origin, occupation, etc. lowers the level of statistical reliabilty to, in many cases, unacceptable levels. As a result caution should be used in analyzing the disaggregated data and inferrences should not be made on their basis.

The diagnostic chi-square statistic as produced for the disaggregated data indicates that the independent variables of age, sex, and occupation are not truly independent of the employment status variable and as such it is noted that many of the results are exactly what one would expect given the interdependency among the variables. The reader is further cautioned in inferring the disaggregated data onto anything but the sample population.

FIGURE 3
TARGET AND SAMPLE POPULATIONS
AGE DISTRIBUTIONS



SECTION VI

EVALUATION OF THE FINAL RESULTS

The results of this study clearly indicate that the newcomer population who arrived from Southeast Asia and Eastern Europe during the period January 1979 to December 1982 do in fact have a much higher level of unemployment than that of the general Manitoba labour force. In August 1983, the level of unemployment for the sample was 3.4 times higher than the general level of unemployment in Manitoba.

Given an unemployment rate of 29.6% as determined from this study, and a target population of 4,611, it is statistically valid (±5%) to infer that there were between 1,134 and 1,595 newcomers in the target population unemployed at the time the survey was conducted.

The target population includes all working age immigrants from selected Southeast Asian and Eastern European countries destined to Manitoba during the period January 1979 to December 1982. This population represents 26.9% of the total number of working age immigrants arriving in Manitoba during the same time period from all source countries.

As with the general Manitoba labour force, a higher proportion of women in the sample indicated they were unemployed. But the sample indicated that female newcomers from Eastern Europe and Southeast Asia had an unemployment rate 3.6 times higher than the unemployed Manitoba average for females. The sampled males had an unemployment rate 3.4 times higher than that of their counterparts in Manitoba's labour force.

With regard to unemployment rates by age, the 15-24 year aggregated age cohort from the sample had a rate 3.2 times higher than that of the corresponding group from Manitoba's labour force. The 25 years and over age grouping had a rate 3.9 times higher.

The unemployment rates are similar between the subgroups of Eastern European (28.2%) and Southeast Asian (30.8%) newcomers, but the sample sizes differ at 11.6% and 5.8% respectively.

Of the total sample, 68.8% of the respondents were either working in or were unemployed from processing, service, and construction type occupations. Of the total unemployed sample, 61.9% were in these same occupational groups. This contrasts with 43.2% of Manitoba's unemployment insurance claimants indicating the same occupational groups from which they are unemployed.

The survey indicated that 44.7% of the sampled population were underemployed. Comparative statistics on Manitoba's labour force are not available.

The labour force participation rates for the sample population as determined from this study are not comparable to the Manitoba labour force participation rate as essential data necessary to calculate the participation rate according to Statistics Canada methodology is lacking from the survey results.

A lack of English language capability, a lack of Canadian work experience, and problems with educational and vocational equivalency were cited by respondents as the major problems experienced in gaining and maintaining suitable employment. Problems with accessing childcare services were listed by very few respondents but this does not mean that if the above mentioned barriers were removed that problems with childcare would not surface.

SECTION VII

CONCLUSIONS AND IMPLICATIONS

1. CONCLUSIONS

It can be concluded after surveying a random sample of Southeast Asian and Eastern European newcomers to Manitoba that there is a higher rate of unemployment among the recently arrived immigrant population. The unemployment rate of 29.6% for the total sample was 3.4 times higher than that of Manitoba's labour force. As with Manitoba's labour force, women and the younger and older age groups in the sample population had higher unemployment rates. Although their rates ranged from 3.2 to 3.8 times higher than Manitoba's labour force, there is a large margin of error, and their use precludes any inferences.

The study did not indicate any significant differences between the employment status of Southeast Asian immigrants and that of Eastern European immigrants although their sample sizes and peak periods of arrival differed.

A higher proportion of the study sample are employed in or unemployed from processing, service, and construction type of occupations as compared to Manitoba's labour force. But almost half of the sample who were employed indicated they are underemployed with respect to their educational and vocational qualifications and skills.

The major problems facing newcomers as indicated by the sample are a lack of English language abilities, a lack of Canadian work experiences, and problems in the area of educational and vocational equivalency.

This study is an attempt to quantify the extent to which the above problems affect newcomers with respect to gaining and maintaining employment. A number of studies use qualitative analysis in their descriptions of employment related problems but it is difficult to determine the degree to which newcomers are affected without the type of primary data presented in this paper.

2. IMPLICATIONS

a. Future Research Implications

As indicated, there are some data limitations which restrict the use of the disaggregated data. For future studies in this area, it is recommended that:

i. a larger sample size (than that of the survey) be obtained in order to analyze, with an acceptable degree of statistical reliability, a higher level of data disaggregation.

ii. alternative methodologies be employed for the collection of data for populations which are too small to produce statistically reliable data.

iii. other groups of newcomers be studied, for example: immigration movements from Korea and the Philippines associated with offshore recruitment of garment workers; and South and Central American newcomers related to recent (1982-1983) humanitarian immigration from these areas.

iv. smaller groups of newcomers be examined (eg. Ethiopian newcomers arriving in 1983). Little is known about these groups but chronic barriers are suspected because they are underserviced. Because their populations are small in numbers, their needs are not given the same attention as the larger, more readily identifiable groups. As a result, their unemployment rates could be higher than other groups.

v. special emphasis be placed on obtaining statistically reliable data on the younger and older age cohorts, and on obtaining data (ie. participation rates) which would be comparable with other sources.

vi. in order to address the issue of cultural bias, it is necessary to devise instruments that are culturally and linguistically appropriate if communication with respondents is to be effective. The instrument and instructions must be in the mother tongue of the respondents. Newcomers must be consulted in the design of the research and the preparation of the instruments in order to ensure that the translation represents accurately the intent of the study. The instrument should also be pre-tested with a portion of the sample population.

b. Implications for Action

The high rate of immigrant unemployment and underemployment indicated by this study has a number of implications. These include:

i. the development of mechanisms to identify and include immigrants as a target group for government-wide special measures within the context of affirmative action policy in the areas of training and employment, economic and community development strategies. This could include cooperative ventures between the Immigration and Settlement Branch and other government agencies to identify services, funding, and programs which would target immigrants as clients.

ii. within the special measures for unemployed immigrants, particular attention be given to develop programs which target immigrant women, immigrant youths 15-24 years, and older adults 45-64 years of age.

iii. the Department of Employment Services and Economic Security, through its administration of job creation programs, specifically allocating resources for this target group.

iv. with regard to underemployment, priority be given to activities which address the links between appropriate employment, certification, equivalency, accreditation, and long term job-specific language training.

v. with regard to language training, the Joint Directorate for Adult E.S.L. (Departments of Employment Services and Economic Security and Education) assigning priority to workplace training and vocational E.S.L.

vi. of particular urgency, the need to address the requirements of women working in or unemployed from processing occupations, especially those associated with the garment industry where the number of workers declined from approximately 9,500 in 1981 to 6,500 in 1982. The numbers have increased to approximately 8,000 in 1983 but a recent tendency for garment workers to job-share has resulted in artificially inflated numbers. Accelerating technological change in this industry has implications for retraining, job mobility, and layoff measures.

vii. complementarity with respect to the role of non-government organizations, federal government programs and provincial initiatives in the design, funding and operation of programming which affects the employment status of immigrants.

viii. a need for all levels of government to recognize that immigrants make up a sizeable and significant contribution to labour force growth.

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APPENDIX A

1983 EMPLOYMENT SURVEY

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1983 EMPLOYMENT SURVEY

INTRODUCTION: This survey will be used to gather general information about employment, unemployment and underemployment among recent immigrants to Manitoba.

Please read all questions and instructions carefully. Answer all questions that apply to you by placing a check mark (✓) or answer in the space provided.

I. DO YOU HAVE A JOB NOW?

☐ YES

☐ NO

If you have a job, please answer these questions:

A. Do you work at more than one job now?

☐ YES ☐ NO

B. How many jobs do you work at now?

_____

C. For each job you have, please list the number of hours per week you work, the type of business you work for (examples: garment factory, restaurant, hospital) and the type of work you do.

JOB #1:

Hours per week _____

Business _____

Type of work _____

JOB #2:

Hours per week _____

Business _____

Type of work _____

JOB #3:

Hours per week _____

Business _____

Type of work _____

D. Are you now working in a job for which you have the most training and experience?

☐ YES ☐ No

E. What kind of job do you have training and experience for?

_____

F. Are the total number of hours you work:

☐ more than you want to work

☐ less than you want to work

☐ as much as you want to work

If you do not have a job, please answer these questions:

A. Would you like to be working now?

☐ YES ☐ NO

IF "NO" GO TO SECTION III

B. What kind of job are you looking for?

_____

C. How long has it been since you last had a job? Please write down the number of months:

_____ months

D. Have you looked for a job in the last four (4) weeks?

☐ YES ☐ NO

E. What kinds of things make it difficult for you to get and keep a job?

_____

_____

_____

_____

_____

_____

F. What kind of job do you have the most experience for?

_____

SECTION III on bottom of Page 2.

II. If you have a job or are unemployed and looking for a job, please check off the occupational group (check one only) that best describes the job you have or the job you are looking for.

Some examples are listed in each group. These are not the only jobs that belong to that group. Use the examples as a guide and find the group or example that is closest to your job.

☐ MANAGERIAL & ADMINISTRATIVE OCCUPATIONS
(i.e. Managers, Financial Officers, Accountants, etc.)

☐ TEACHING OCCUPATIONS
(i.e. University, Secondary, or Elementary Teachers, Driving or Swimming Instructors, etc.)

☐ MEDICAL & HEALTH OCCUPATIONS
(i.e. Physicians, Nurses, Nursing Attendants, Medical Technologists or Technicians, etc.)

☐ ALL OTHER PROFESSIONAL OCCUPATIONS
(i.e. Arts, Music, Literature, Sports & Recreation, Engineers, Natural Scientists, etc.)

☐ CLERICAL OCCUPATIONS
(i.e. Secretaries, Stenographers, Bookkeepers, Office Clerks, etc.)

☐ SALES OCCUPATIONS
(i.e. Sales Clerks, Salesperson, Commercial Travellers, etc.)

☐ SERVICE OCCUPATIONS
(i.e. Cooks, Hairdressers, Housekeepers, Child Care, Cleaners, etc.)

☐ PROCESSING OCCUPATIONS
(i.e. Welders, Tailors & Dressmakers, Mechanics, Sewing Machine Operators, etc.)

☐ CONSTRUCTION OCCUPATIONS
(i.e. Tradeworkers, Carpenters, Electric Workers, Plumbers, Labourers, etc.)

☐ TRANSPORTATION OCCUPATIONS
(i.e. Truck or Taxi Drivers, Auto or Railway Workers, etc.)

☐ MATERIAL HANDLING OCCUPATIONS
(i.e. Warehouse & Storage Workers, Movers, etc.)

☐ OTHER CRAFT OCCUPATIONS
(i.e. Printing, Media, Electronic Equipment Operators, Publishing, Photography, etc.)

III. WHAT IS YOUR AGE ?

☐ 15 - 19 years
☐ 20 - 24 years
☐ 25 - 34 years
☐ 35 - 44 years
☐ 45 - 54 years
☐ 55 - 64 years
☐ 65 or older

SEX: ☐ Female ☐ Male

PLEASE USE THE SPACE BELOW TO MAKE ANY COMMENTS ABOUT THIS SURVEY OR EMPLOYMENT ISSUES:

_____

_____

_____

_____

THANK YOU FOR YOUR COOPERATION IN FILLING OUT THIS SURVEY.

APPENDIX B

GLOSSARY

ASSISTED RELATIVES

An assisted relative is a member of the independent class who does not have enough points to qualify as an independent but receives additional points by having a relative in Canada who will undertake a sponsorship for him/her. Assisted relatives include siblings, parents and grandparents less than 60 years of age, married sons and daughters, nieces and nephews, aunts, uncles and grandchildren of the sponsor.

CONVENTION REFUGEES

A convention refugee is any person who, by reason of a well founded fear of persecution for reasons of race, religion, nationality, membership in a particular social group or political opinion, is outside of the country of his/her nationality and is unable or, by reason of such fear is unwilling to avail himself/herself of the protection of that country, or not having a country of nationality, is outside the country of his/her former habitual residence and is unable or, by reason of such fear, unwilling to return to that country. Determination of convention refugee status is made on an individual basis by the Refugee Status Advisory Committee.

DESIGNATED CLASS

Many displace and persecuted persons do not qualify under the United Nations refugee definition. As a result, Canadian immigration legislation provides that designated classes of these persons may be identified and assessed under relaxed immigrant selection criteria. Currently there are three designated classes: Eastern European self-exiles, Indochinese, and persons facing persecution in some Latin American countries.

FAMILY CLASS

Family class immigration is designated to facilitate the reunification of Canadian citizens and permanent residents (landed immigrants) with their close relatives from abroad. The family class includes sponsored spouses, fiance(e)s, unmarried children under 21, and parents or grandparents over 60.

IMMIGRATION CLASS

To help achieve the objectives of Canada's immigration policy as set out in Section 3 of the Immigration Act, the federal Immigration Regulations provide for the admission of these broad groups of immigrants: the close relatives of persons already in Canada (Family Class); refugees and other victims of displacement and persecution (Refugee & Designated Class); and persons who skills are required in the Canadian labour force (Independent Class).

INDEPENDENT CLASS

Independent immigrants are assessed according to the immigrant selection criteria (the "points system"), which measure the potential for successful establishment in Canada. Included among independent immigrants are retirees; entrepreneurs and self-employed persons with funds to buy or establish businesses which will result in the creation of jobs for Canadians; the assisted (more distant) relatives, who are assessed against economic selection criteria but who receive "points" because their family members already in Canada undertake to help them become established; and others selected for the labour market.

NON-SELECTED WORKERS

All immigrants intending to work except for the principal applicants of the independent categories excluding also entrepreneurs, self-employed persons, and retirees.

NON-WORKERS

All working-age immigrants (16-65 years of age) not intending to work.

PRINCIPAL APPLICANTS

All immigrants whose names appear first on the C.E.I.C. landing documents (IMM1000's). Accompanied spouses and dependents are listed after the principal applicant.

SELECTED WORKERS

All principal applicants destined to the labour force in the independent categories, excluding entrepreneurs, self-employed persons, and retirees.

WORKER

An immigrant between the ages of 15-65 who indicates an intention to work.